

2260.1 CULTURAL COMPETENCY

The South Orange-Maplewood School District is a **diverse** teaching and learning community with a core commitment to **create learning environments that affirm racial, linguistic and cultural identities; use rigorous learning to develop students' abilities to connect across lines of difference; center and lift up historically marginalized voices; and empower students as agents of social change,** striving together for cultural competency. Cultural competency includes the following elements:

1. Understanding and appreciation of cultural diversity;
2. The ability to function effectively in multiple cultural contexts;
3. ~~Commitment to, and attainment of, academic proficiency;~~
3. **Taking a constructivist approach to learning;**
4. Commitment to, and respect for, democratic process and political diversity;
5. Understanding oneself as an empowered **agent of change**, responsible, and accountable ~~individual, and interacting with to others in that spirit;~~
6. Respect for, and adherence to, basic norms of honesty, conscientiousness, and cooperativeness;
7. The avoidance of behavior that is harmful to oneself and to others; **and an understanding of how to repair harm through restorative practices;**
8. Understanding perceptions and practices that disempower people in general, and people in disadvantaged, or non-dominant, cultural groups in particular, and having sympathy and receptivity toward efforts to empower people in general, and people in disadvantaged, or non-dominant, cultural groups in particular;
9. An ongoing effort to **develop self-awareness in service of** ~~overcome overcoming~~ overt and subtle forms of bias, prejudice, discrimination, harassment, intimidation, bullying, and other destructive beliefs and practices associated with group affiliations along lines such as race,



POLICY

SOUTH ORANGE MAPLEWOOD
BOARD OF EDUCATION

Program
2260.1

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ethnicity, class, gender, sexual orientation, disability, popularity, religion,
and ideology.

Adopted: 16 March 2015

Revised:

